

DEPARTMENTAL BUDGET INFORMATION EMPLOYMENT & TRAINING (21)

MISSION

The mission of the Employment and Training Department is to promote the economic self sufficiency of the residents of the City of Detroit through cost-effective education and training resulting in a positive return on investment.

DESCRIPTION

The Department provides employment and training services for residents of the city who are economically disadvantaged or have other barriers to employment under the Workforce Investment Act (WIA), Welfare to Work Competitive Grant, Youth Opportunities Movement Grants I and II and under the Work First and the Partnership for Adult Education Welfare to Work programs. Other programs funded by the Department include a Corrections Parolee program funded by the Michigan Department of Corrections.

As the administrative entity for the Detroit Workforce Development Board, the Department works very closely with the Detroit Public Schools, the Employment Security Agency, the Wayne County Family Independence Agency, Michigan Rehabilitation Services and many corporate and institutional leaders of the community to ensure the best possible coordination of employment and training services with employers' expectations and needs.

CORE SERVICES

Under the Workforce Investment Act as well as under the Wagner-Peyser Employment Service, any and all job seekers are to be provided with a menu of employment seeking and job referral services including

Employment Service registration, resume entry, job listing browsing, self assessment, labor market information, and employer job postings. Core services are available to adults, dislocated workers and youths. All funding is allocated based upon two allocation categories: Adult Client Services and Youth Services.

MAJOR INITIATIVES

Work First – The Work First program is currently the largest single program within the Department's Budget. This program, which is targeted toward welfare recipients who are identified by the Family Independence Agency as eligible for services, or the non-custodial parents of their children, are provided with comprehensive work readiness activities and supportive services which will enable them to take unsubsidized employment and participate in continuing follow up and training to help them attain self-sufficiency.

Youth Opportunity Movement – The Youth Opportunity Movement is a competitively awarded grant for a five year program of comprehensive education, development, and training targeted primarily for out of school youth (14-21) who reside in Detroit's Empowerment Zone. This program operates out of two One Stop Youth Opportunity Centers, one on the East Side and one on the West Side of the Empowerment Zone.

One Stop Service Centers – State of Michigan and U. S. Department of Labor funding have been utilized by the Department to establish five state of the art

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One Stop Service Centers throughout Detroit. At each One Stop Service Center many of the mandated partner and optional service agencies are suggested in the Workforce Investment Act. The service provider agencies such as DEC2K, the Employment Service, Michigan Department of Career Development – rehabilitation Services, etc. provide a coordinated, wrap-around approach to the provision of Workforce Development services to our customers in Detroit at a location near their home.

Partnership for Adult Education/Welfare to Work Program – The Department has received funding allocation from the Michigan Department of Education/Michigan Department of Career Development to provide basic literacy, numerical education, and computer awareness to adults 16 and older who have not completed high school, a GED or who have literacy skills not up to the standards of employers in Detroit's workforce development system. The Department is combining Adult education services with Welfare to Work funding, which has heretofore not been drawn down by the State due to stringent matching requirements for Welfare to Work formula funding. These funds will serve long-term welfare recipients in Detroit who have basic literacy skills deficits and who can benefit from structured subsidized job placement prior to taking unsubsidized employment.

Job Access Reverse Commute – The Job Access Reverse Commute (JARC) Program is a competitively awarded program funded by the United States Department of Transportation – Federal

Transit Authority to provide transportation to work and to child care for Welfare to Work and Work First program participants and their families. This initiative encompasses the coordination of services provided by the Detroit Department of Transportation, the Suburban Mobility Authority for Regional Transportation (SMART) and the Department's contractor/service provided agencies who operate coordinated van transportation services to assist our clients to where they have to go to become self-sufficient participants in the work force.

Custom Designed Training Programs – The Department has created a diverse mix of customized training programs with employers who agree to hire every trainee that completes the program. The employers design exactly what they want to be included in the training. They participate in the selection and preparation of the trainee and they hire each successful completer after training. The City of Detroit Human Resources Department is one such employer participating in this program. The Henry Ford Health System is another. EDS Corporation was the leader in establishing and promoting this training methodology, in cooperation with this Department, for its own hiring needs.

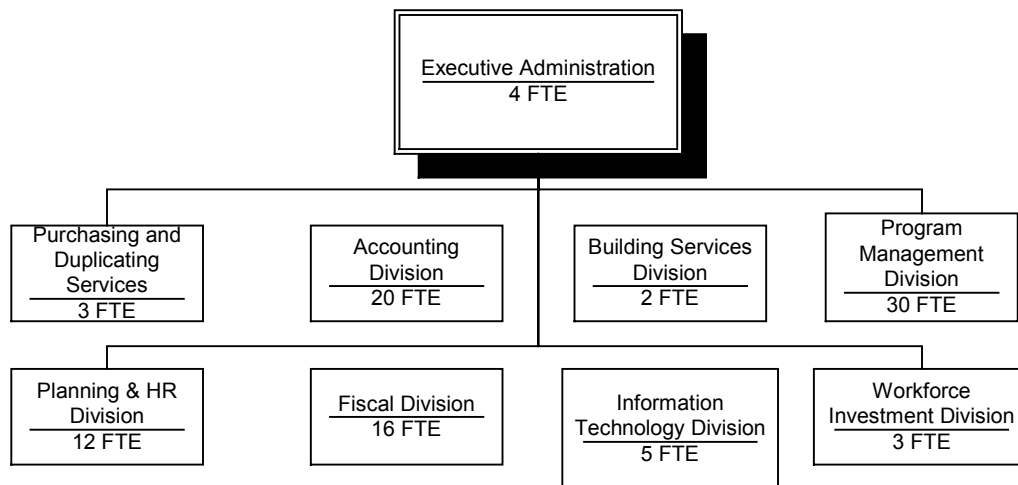
PLANNING FOR THE FUTURE

Significant reductions in the welfare caseload in Detroit over the past five years have resulted in programs and services for this population to be re-focused on those who remain. These individuals and families represent the hardest to serve welfare population in the State of Michigan. The Youth Opportunity Movement, which has

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and will continue to generate substantial program funding for youth. The Department has decided to place emphasis on serving this population on a priority basis for the foreseeable future. The Workforce Development Board concurs with this emphasis and is working to generate additional funding and programs for youth

in Detroit. The Department is also engaged in a strategic planning exercise which will result in the completion of an environmental scan and report card to the public which will lay out how the Department will coordinate and accomplish the goals and objectives identified in this plan over the course of the next three years and beyond.



PERFORMANCE GOALS, MEASURES AND TARGETS

Goals: Measures	1999-00 Actual	2000-01 Projection	2001-02 Target
Create, through education and training, a workforce educated and trained to the specifications of business and industry for Detroit's current and future employer needs			
Number of interagency database inter-connections, collaborations	6	6	6
Number of employers contracted for utilization of services	200	200	250
Number of youth served, ages 14-21 (year-round program)	200	200	200
Entered employment rate	40%	40%	40%

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EXPENDITURES

	1999-00 Actual Expense	2000-01 Redbook	2001-02 Mayor's Budget Rec	Variance	Variance Percent
Salary & Wages	\$ 9,632,418	\$ 6,507,295	\$ 6,677,328	\$ 170,033	3%
Employee Benefits	2,331,564	2,110,390	2,333,263	222,873	11%
Prof/Contractual	5,098,269	7,125,213	2,483,045	(4,642,168)	-65%
Operating Supplies	234,512	594,721	424,804	(169,917)	-29%
Operating Services	7,172,316	5,235,267	7,474,929	2,239,662	43%
Capital Equipment	447,089	252,499	100,000	(152,499)	-60%
Other Expenses	63,712,268	72,428,206	69,282,225	(3,145,981)	-4%
TOTAL	\$ 88,628,436	\$ 94,253,591	\$ 88,775,594	\$ (5,477,997)	-6%
POSITIONS	89	95	95	-	0%

REVENUES

	1999-00 Actual Revenue	2000-01 Redbook	2001-02 Mayor's Budget Rec	Variance	Variance Percent
Rev from Use of Assets	\$ 107,961	\$ -	\$ -	\$ -	0%
Grants/Shared Taxes	90,709,603	93,954,591	88,525,594	(5,428,997)	-6%
Contrib/Transfers	-	250,000	250,000	-	0%
TOTAL	\$ 90,817,564	\$ 94,204,591	\$ 88,775,594	\$ (5,428,997)	-6%